

MEMORANDUM OF AGREEMENT ("MOA")

VACANCY BID EXCEPTION – WINNIPEG ("YWG") BASE

Between

**WESTJET, AN ALBERTA PARTNERSHIP
(the "Employer")**

- and -

**THE CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL4070
("CUPE")**

(Collectively, the "Parties")

WHEREAS:

- A.** The Collective Agreement between the Parties was ratified on March 20, 2021 (the "Collective Agreement").
- B.** The Employer informed CUPE of their decision to open a Cabin Personnel Base in Winnipeg (YWG)
- C.** The Collective Agreement provides a process for Vacancy Bids to fill all staffing requirements.
- D.** The Employer would like to conduct an off-cycle Vacancy Bid.
- E.** On a without prejudice and precedent basis, the Parties have agreed to conduct an off-cycle vacancy bid with certain adjustments made to the eligibility parameters of this bid.

NOW THEREFORE the Parties agree as follows:

- 1.** The Employer will conduct a vacancy bid during the week commencing July 10, 2023 (the "Vacancy Bid") to fill the staffing requirements for the YWG Cabin Personnel Base.
- 2.** For the purposes of this Vacancy Bid only, the bid participation restrictions set out in the following Articles of the Collective Agreement shall not apply:
 - a.** 24-4.01 A new hire Cabin Personnel will be ineligible to participate in the vacancy bid for the duration of their probationary period in accordance with Article 14 - Probation.
 - b.** 24-4.02 A Cabin Personnel who has been awarded a vacancy under 24-2 or 24-3 above shall be ineligible to participate in a subsequent vacancy bid or otherwise participate in a further Cabin Personnel initiated base transfer for a period of twelve (12) months following the effective date of their new base or new classification.
 - c.** 24-6.04 A part-time Cabin Personnel who has completed a mutual base exchange shall be ineligible to participate in a further base exchange for a period of twelve (12) months following the effective date of their new base.
- 3.** A Cabin Personnel awarded a vacancy because of the Vacancy Bid shall be ineligible to participate in a subsequent vacancy bid or otherwise participate in a further Cabin

Personnel initiated base transfer for a period of twelve (12) months following the effective date of their new base.

4. Except as specifically amended in this Memorandum of Agreement, the provisions of the Collective Agreement shall otherwise remain in full force and effect.
5. By the signature of authorized representatives hereunder, WestJet and CUPE, confirm their agreement to the terms set out herein.
6. This Memorandum of Agreement may be executed in any number of counterparts with the same effect as if all Parties had signed the same document. All counterparts, including signatures transmitted by facsimile or emailed PDF, shall be construed together, and shall constitute one and the same agreement.

IN WITNESS WHEREOF, the Parties hereto have signed this Memorandum of Agreement at Calgary, Alberta, on the dates set out below.

For WestJet:



Signature

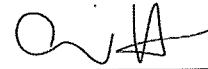
Greg O'Leary

Name (Print)

July 13, 2023

Date

For CUPE:



Signature

Alia Hussain

Name (Print)

July 12, 2023

Date